



OFFICE OF THE GOVERNOR OF THE COMMONWEALTH OF VIRGINIA

# One Virginia

**Office of Diversity, Equity, and Inclusion**

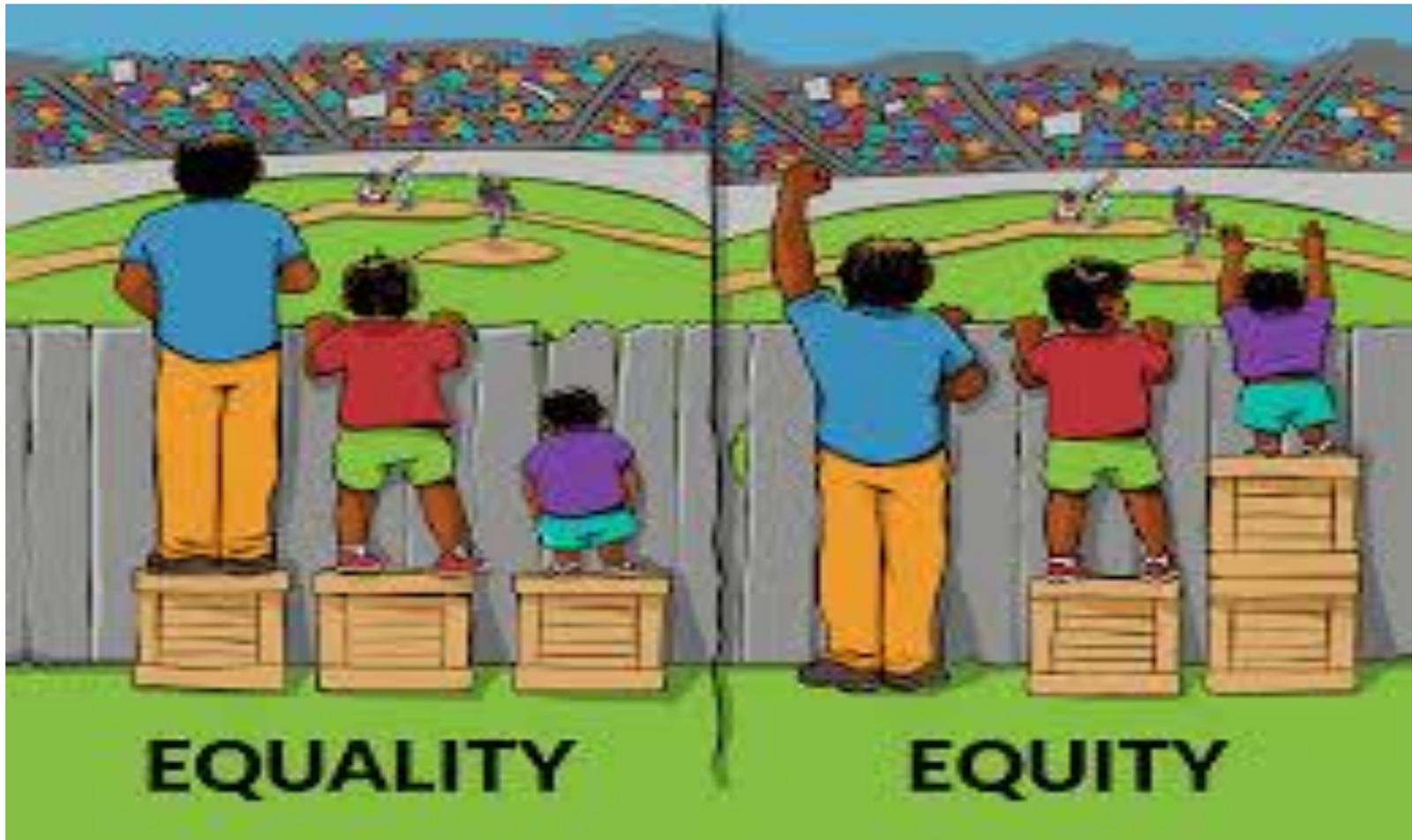
**Dr. Janice Underwood**

<https://www.governor.virginia.gov/diversity/>

# My Equity Story



# The Problem



# The Problem



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

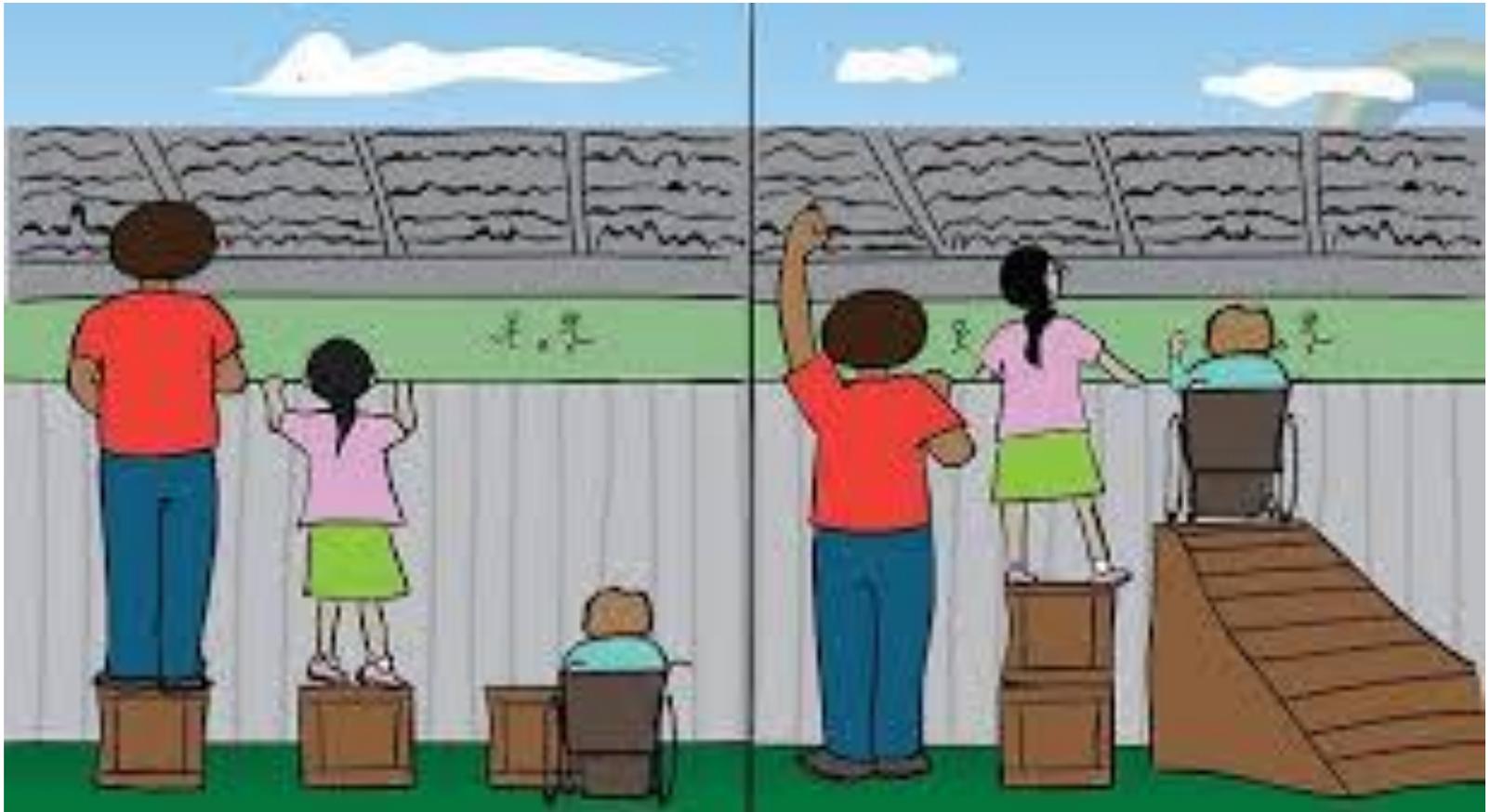


In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

# The Problem



# The Problem



Equally



Equitably



JUSTICE

## The Problem: Inequity EXISTS...Period

**Virginia  
needs a  
strategic  
plan to  
advance  
visible  
diversity,  
equity, &  
inclusion**

**“You can’t change what you don’t measure; you can’t measure that which you don’t acknowledge”**

**Lack of workforce diversity in local/state government, K-20 settings, private sector, and non-profit orgs = Lack of diversity lead innovation and problem-solving**

# The Office of Diversity, Equity, & Inclusion

**Evaluation of leaders,  
legislation, and logistics**

**Statewide Strategic Plan for  
Diversity and Inclusive  
Excellence**

**Building the Office of Diversity,  
Equity, and Inclusion (HB 394)**



# EQUITY in ACTION



## OFFICE OF THE GOVERNOR OF THE COMMONWEALTH OF VIRGINIA

## Who We Are: Health Equity Task Force and Working Group

Applying a health equity lens to Virginia's COVID-19 response

## Health Equity Task Force FAQs



- The first-of-its-kind in Virginia state history and nationally to exist within an emergency response body, the nearly 100 member HEWG serves as a cabinet-level mechanism to apply a health equity lens to the Commonwealth of Virginia's COVID-19 response by:
- The VA COVID-19 equity task was built proactively -- before the disparate impact of coronavirus on communities of color . VA uses an operational task force model.
- The VA Equity Task Force meets with all other major states and cities for real time learning and collaboration.



# Many Virginians: One Commonwealth



**Shared Goal - To develop Virginia into an inclusive state where all people can live, learn, work, play, and thrive.**

# 5 Goals of the ONE Virginia Plan

1. Recruit and retain a diverse workforce

2. Create and sustain an agency culture that affirms and respects diversity and employs inclusive practices throughout daily operations

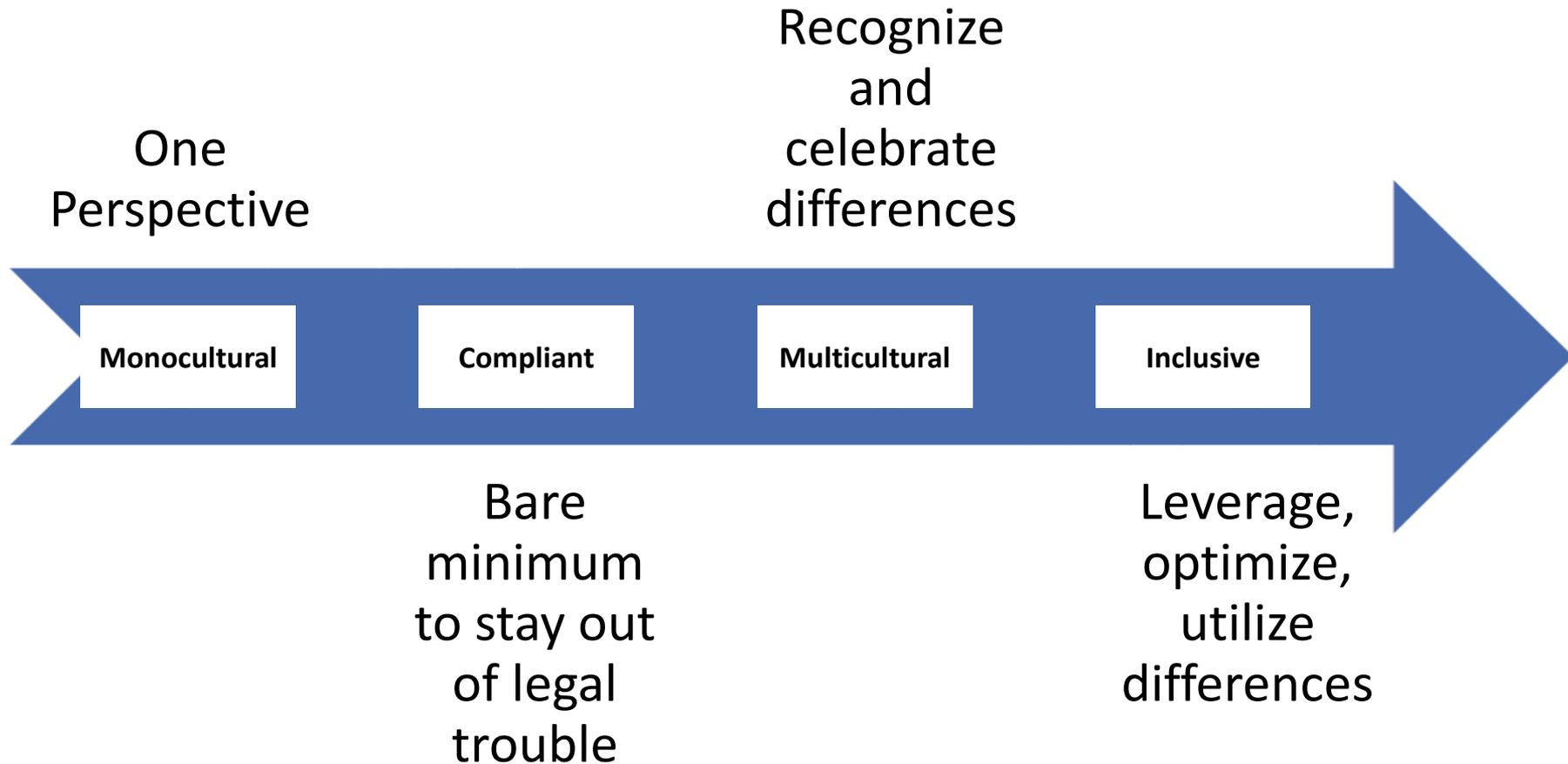
3. Engage the state workforce in learning the concepts of DE&I, and the importance of these concepts to completing the agency mission

4. Create and sustain an organizational infrastructure to support accountability in achieving equity goals within the agency and Commonwealth

5. Focus community engagement activities on those that provide measurable, direct, equitable, and sustained benefit to all of Virginia's diverse communities



# Where does your organization fall on this continuum?





**I hope you are too!**

**Be safe, wear a mask, use  
social distancing,**

**and**

**contact the VA State Board  
of Elections if you have any  
questions or trouble with  
voting (M-Sat):**

**Virginia Department of Elections  
at 804.864.8901 or 800.552.9745**



Dr. Janice Underwood  
Chief Diversity Officer

#DiversityWins #CommonwealthConversations

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